

Country:	Canada
Member/Company	Canadian Chamber of Commerce
Initiative	What It Takes to Grow: Priorities for Canada's Parliament

## Overview

### [JOB TWO: Getting the fundamentals right](#)

#### Growing our workforce

If business drives job creation and growth, people are the engine. To create sustained growth, Canadian businesses need the capital and capacity to fill labor needs. To enable Canada to prosper once again, government policies must support the conditions for businesses to be inclusive, invest and grow.

Growth must be inclusive

To achieve economic growth, we must include all Canadians, including those who have been left behind until now. Our shared prosperity depends on a strong business community that can innovate, attract talent and capital and expand into new markets. To create inclusive growth, Canadians from all sectors, regions and backgrounds must be able to participate in the workforce and share in the benefits.

To achieve inclusive growth:

- **Speed up the Indigenous reconciliation process.** Accelerate land claims settlements and implement the Truth and Reconciliation Commission's Call to Action 92.
- **Create new opportunities for diversity-owned business and those with diverse workforces to access federal contracts.** Provide enhanced opportunities for diversity-owned businesses to secure public procurement contracts, including metrics and resources targeted at supporting access for women-owned and other diversity-owned businesses and those diversifying their workforces.
- **Remove tax barriers for childcare expenses.** Make childcare an eligible business expense for SMEs, remove the requirement for the lower-income spouse to receive the childcare deduction and permit SME owners receiving non-eligible dividend income to claim childcare expenses against that income.

Getting Canadians working

Particularly given its aging population, Canada needs its workforce to generate economic activity as productively as possible. To build an inclusive, productive workforce:

- **Build closer collaboration among governments, employers and educational institutions.** To succeed in the 21st century economy, Canada needs a 21st century workforce, which it can only achieve through better communication and collaboration among the key players.
- **Mandate Statistics Canada to collect comprehensive forward-looking data on labour market needs.** This information will inform education (including upskilling and reskilling) policy and improve the navigation of existing education programs and immigration policies.
- **Modernize the Temporary Foreign Worker program.** Implement a Trusted Employers Program that includes both an appeals process and better alignment with regions facing chronic labour shortages.
- **Create flexible, accessible, navigable upskilling and reskilling options.** Developing a culture of lifelong learning can create talent pipelines through targeted matchmaking programs. This approach will help build resilient employees and businesses alike, reduce risks for all groups and create a more diverse workforce.